

APPLICATION FOR EMPLOYMENT

Mid-State Plumbing Inc
210 Springview Commerce Dr Ste 140, Debary, FL 32713
407-841-4500

Mid-State Plumbing, Inc. is an equal opportunity employer and is a drug-free workplace.

Applicant Information

Date of Application: _____

Name _____
Street Address _____
City, State, Zip Code _____
Phone Number _____
Email Address _____
Social Security Number _____

Employment Position

Position Applying For _____ ☐ Helper ☐ Plumber
How did you hear about this position? _____
Worked/Applied at company before? ☐ Yes ☐ No If Yes, When? _____
On what date can you start working? _____
What is your desired salary? _____
What is your work availability? ☐ Full Time ☐ Part Time ☐ Temporary
Do you have reliable transportation to and from work? ☐ Yes ☐ No

Personal Information

Are you 18 years of age or older? ☐ Yes ☐ No
Are you authorized to work in the US? ☐ Yes ☐ No
Will you consent to a mandatory drug test? ☐ Yes ☐ No
Do you have any conditions that would require job accommodations? ☐ Yes ☐ No
If yes, describe accommodations: _____
Are you a member of the Armed Services? ☐ Yes ☐ No
If yes, what branch and rank at discharge? _____
Emergency Contact Name: _____
Emergency Contact Relationship: _____
Emergency Contact Phone Number: _____

Personal Information (continued)

In the past seven years, have you been convicted of a felony or misdemeanor? ☐ Yes ☐ No

If yes, please state the nature of the crime(s), when and where convicted, and the disposition of the case: _____

(No applicant will be denied employment solely on the grounds of conviction of a criminal offence)

Job Skills

Please list below any additional information that relates to your ability to perform the job for which you have applied, such as special training, machine operations, hobbies, languages, etc.

Education

High School

Name	Location (City, State)	Year Graduated	Subjects Studied

College

Name	Location (City, State)	Year Graduated	Subjects Studied

Vocational School / Specialized Training

Name	Location (City, State)	Year Graduated	Subjects Studied

References

Please provide one or more personal and professional references(s) below:

Reference	Contact Information

Previous Employment

List below last three employers, starting with last one first

Employer Name

Job Title

Supervisor Name

Employer City, State

Employer Phone/Email

Dates Employed

Reason for Leaving

Describe Work Done

Are you presently employed here?

☐ Yes ☐ No

If yes, may we contact your employer?

☐ Yes ☐ No

Employer Name

Job Title

Supervisor Name

Employer City, State

Employer Phone/Email

Dates Employed

Reason for Leaving

Describe Work Done

Employer Name

Job Title

Supervisor Name

Employer City, State

Employer Phone/Email

Dates Employed

Reason for Leaving

Describe Work Done

Driving Background

Do you have a valid Driver's License?

Driver's License Number

Issuing State

Number of Driving Infractions

Kinds of Driving Infraction(s)

Medical History

Do you have or have you had?

Eye Trouble	☐ Yes ☐ No	Have you ever received treatment	
Heart Trouble	☐ Yes ☐ No	For a back condition or back injury?	☐ Yes ☐ No
Epilepsy or Fits	☐ Yes ☐ No	Do you now or have you suffered	
Diabetes	☐ Yes ☐ No	from aches or pains of the back?	☐ Yes ☐ No
Arthritis	☐ Yes ☐ No	Remarks	
Broken Bones	☐ Yes ☐ No		
Allergic Conditions	☐ Yes ☐ No		
Are Your Reading This?	☐ Yes ☐ No		

Do you have any physical disabilities or handicaps? ☐ Yes ☐ No

Have you ever had a Worker's Compensation Claim? ☐ Yes ☐ No

Have you ever received a disability rating? ☐ Yes ☐ No

Have you ever received compensation or medical benefits under Worker's Comp? ☐ Yes ☐ No

If yes, what percentage? _____

For each question answered yes above, please explain:

I have been fully advised that if I am injured on the job, regardless of how minor the injury may seem, I am to immediately report that injury to my supervisor: ☐ Yes ☐ No

I certify the above answers to be true and correct. I understand that any false or misleading statements to these questions may be reason for denial of benefits under the Florida Workers' Compensation Act. I understand that the applicant is on probation until this application is reviewed and accepted by Management.

Applicant's Signature: _____ Date: _____

**DISCLOSURE AND AUTHORIZATION REGARDING BACKGROUND INVESTIGATION
FOR EMPLOYMENT PURPOSES**

Disclosure

Mid-State Plumbing, Inc. (the “Company”) may request from a consumer reporting agency and for employment-related purposes, a “consumer report(s)” (commonly known as “background reports”) containing background information about you in connection with your employment, or application for employment, or engagement for services (including independent contractor or volunteer assignments, as applicable).

HireRight, LLC (“HireRight”) will prepare or assemble the background reports for the Company. HireRight is located and can be contacted at 100 Centerview Drive, Suite 300, Nashville, TN 37214, (800) 400-2761, www.hireright.com.

The background report(s) may contain information concerning your character, general reputation, personal characteristics, mode of living, or credit standing. The types of background information that may be obtained include, but are not limited to: criminal history; litigation history; motor vehicle record and accident history; social security number verification; address and alias history; credit history; verification of your education, employment and earnings history; professional licensing, credential and certification checks; drug/alcohol testing results and history; military service; and other information.

Authorization

I hereby authorize Company to obtain the consumer reports described above about me.

Applicant Name _____

Applicant Signature _____

Date _____

**OTHER DISCLOSURES, ACKNOWLEDGMENTS & AUTHORIZATIONS REGARDING
BACKGROUND INVESTIGATION FOR EMPLOYMENT PURPOSES**

Disclosures

Investigative Consumer Report:

Mid-State Plumbing, Inc. (the “Company”) may request an investigative consumer report about you from HireRight, LLC (“HireRight”), a consumer reporting agency, in connection with your employment, or application for employment, or engagement for services (including independent contractor or volunteer assignments, as applicable). An “investigative consumer report” is a background report that includes information from personal interviews (except in California, where that term includes background reports with or without information obtained from personal interviews), the most common form of which is checking personal or professional references through personal interviews with sources such as your former employers and associates, and other information sources. The investigative consumer report may contain information concerning your character, general reputation, personal characteristics, or mode of living. You may request more information about the nature and scope of an investigative consumer report, if any, by contacting the Company.

Ongoing Authorization:

If the Company hires you or contracts for your services, the Company may obtain additional consumer reports and investigative consumer reports about you without asking for your authorization again, throughout your employment or your contract period, as allowed by law.

Additional State Law Notices:

Please see the “Additional State Law Notices” for California, Massachusetts, Minnesota, New Jersey, New York, and Washington that are provided below, as applicable. A California disclosure and summary of your rights under California Civil Code Section 1786.22, and a copy of New York Article 23-A, are being provided to you separately.

Summary of Rights under the Fair Credit Reporting Act:

A summary of your rights under the Fair Credit Reporting Act is being provided to you separately.

San Francisco Fair Chance Ordinance Official Notice:

A copy of the San Francisco Fair Chance Ordinance Official Notice is being provided to you separately.

HireRight Privacy Policy:

Information about HireRight’s privacy practices is available at www.hireright.com/Privacy-Policy.aspx.

Acknowledgments & Authorization

I acknowledge that I have received and carefully read and understand the separate “Disclosure and Authorization Regarding Background Investigation for Employment Purposes”; and the separate “Summary of Rights under the Fair Credit Reporting Act” that have been provided to me by the Company. I also acknowledge receipt of and that I have carefully read and understand (as applicable), the separate

California Disclosure and Summary of Rights under California Civil Code Section 1786.22; the separate New York Article 23-A; and the separate San Francisco Fair Chance Ordinance Official Notice that have been provided to me.

By my signature below, I authorize the preparation of background reports about me, including background reports that are “investigative consumer reports” by HireRight, and to the furnishing of such background reports to the Company and its designated representatives and agents, for the purpose of assisting the Company in making a determination as to my eligibility for employment or engagement for services (including independent contractor or volunteer assignments, as applicable), promotion, retention or for other lawful employment purposes. I understand that if the Company hires me or contracts for my services, my consent will apply, and the Company may, as allowed by law, obtain from HireRight (or from a consumer reporting agency other than HireRight) additional background reports pertaining to me, without asking for my authorization again, throughout my employment or contract period.

I understand that if the Company obtains a credit report about me, then it will only do so where such information is substantially related to the duties and responsibilities of the position in which I am engaged or for which I am being evaluated.

I understand that information contained in my employment (or contractor or volunteer) application, or otherwise disclosed by me before or during my employment (or contract or volunteer assignment), if any, may be used for the purpose of obtaining and evaluating background reports on me. I also understand that nothing herein shall be construed as an offer of employment or contract for services.

I understand that the information included in the background reports may be obtained from private and public record sources, including without limitation and as appropriate: government agencies and courthouses; educational institutions; and employers. Accordingly, I hereby authorize all of the following, to disclose information about me to the consumer reporting agency and its agents: law enforcement and all other federal, state and local government agencies and courts; educational institutions (public or private); testing agencies; information service bureaus; credit bureaus and other consumer reporting agencies; other public and private record/data repositories; motor vehicle records agencies; my employers; the military; and all other individuals and sources with any information about or concerning me. The information that can be disclosed to the consumer reporting agency and its agents includes, but is not limited to, information concerning my: employment and earnings history; education, credit, motor vehicle and accident history; drug/alcohol testing results and history; criminal history; litigation history; military service; professional licenses, credentials and certifications; social security number verification; address and alias history; and other information.

By my signature below, I also promise that the personal information I provide with this form or otherwise in connection with my background investigation is true, accurate and complete, and I understand that dishonesty or material omission may disqualify me from consideration for employment. I agree that a copy of this document in faxed, photocopied or electronic (including electronically signed) form will be valid like the signed original.

Applicant Last Name _____ First _____ Middle _____

Applicant Signature _____ Date _____